

Position	Wage Scale	Range - Annual	Approved	Filled	Dept
Chief Executive Officer	Contract	\$ 267,622	X	X	
Executive Assistant to CEO/Bd. of Directors	Level 3	\$ 62,116 - \$ 87,768	X	X	
Chief Operating Officer	Level 7	\$ 166,785 - \$ 235,663	X	X	
Chief Risk Officer	Level 6	\$ 151,100 - \$ 213,500	X	X	
Chief Financial Officer	Level 6	\$ 151,100 - \$ 213,500	X	X	
Chief Member Services Officer	Level 6	\$ 151,100 - \$ 213,500	X	X	
Claims Manager	Level 5	\$ 115,159 - \$ 162,718	X	X	
Finance Manager	Level 5	\$ 115,159 - \$ 162,718	X		
Member Services Manager	Level 5	\$ 115,159 - \$ 162,718	X	X	
Safety/Loss Prevention Manager	Level 5	\$ 115,159 - \$ 162,718	X		
Health Benefits Manager	Level 5	\$ 115,159 - \$ 162,718	X	X	
Senior Claims Examiner	Level 4	\$ 79,514 - \$ 112,350	X	X	
Senior Accountant	Level 4	\$ 79,514 - \$ 112,350	X	X	
Senior Health Benefits Specialist	Level 4	\$ 79,514 - \$ 112,350	X		
Senior Member Services Specialist	Level 4	\$ 79,514 - \$ 112,350	X		
Claims Examiner II	Level 3	\$ 62,116 - \$ 87,768	X	X	
Safety/Loss Prevention Specialist	Level 3	\$ 62,116 - \$ 87,768	X		
Accountant	Level 3	\$ 62,116 - \$ 87,768	X	X	
Health Benefits Specialist II	Level 3	\$ 62,116 - \$ 87,768	X	X	
Member Services Specialist II	Level 3	\$ 62,116 - \$ 87,768	X	X	
Claims Examiner I	Level 2	\$ 48,525 - \$ 68,565	X		
Accounting Technician	Level 2	\$ 48,525 - \$ 68,565	X	X	
Health Benefits Specialist I	Level 2	\$ 48,525 - \$ 68,565	X		
Member Serv Spec I	Level 2	\$ 48,525 - \$ 68,565	X	X	
			24	17	
CEO			1	1	
Exec. Asst to CEO/Board			1	1	
<i>Departments</i>					
Claims/Loss Prevention			7	4	
Finance			5	4	
Member Services			5	4	
Administration			5	3	
			24	17	

Approved by SDRMA Board of Directors:

January 9, 2020

Date

Attest:

Ashley Jumo
Clerk of the Board

Position	Wage Scale	Range - Annual	Approved	Filled	Dept
Chief Executive Officer	Contract	\$ 267,622	X	X	
Executive Assistant to CEO/Bd. of Directors	Level 3	\$ 62,116 - \$ 87,768	X	X	
Chief Operating Officer	Level 7	\$ 166,785 - \$ 235,663	X	X	
Chief Risk Officer	Level 6	\$ 130,292 - \$ 184,100	X	X	
Chief Financial Officer	Level 6	\$ 130,292 - \$ 184,100	X	X	
Chief Member Services Officer	Level 6	\$ 130,292 - \$ 184,100	X	X	
Claims Manager	Level 5	\$ 101,784 - \$ 143,818	X	X	
Finance Manager	Level 5	\$ 101,784 - \$ 143,818	X	X	
Member Services Manager	Level 5	\$ 101,784 - \$ 143,818	X	X	
Safety/Loss Prevention Manager	Level 5	\$ 101,784 - \$ 143,818	X	X	
Health Benefits Manager	Level 5	\$ 101,784 - \$ 143,818	X	X	
Senior Claims Examiner	Level 4	\$ 79,514 - \$ 112,350	X	X	
Senior Accountant	Level 4	\$ 79,514 - \$ 112,350	X	X	
Senior Health Benefits Specialist	Level 4	\$ 79,514 - \$ 112,350	X	X	
Senior Member Services Specialist	Level 4	\$ 79,514 - \$ 112,350	X	X	
Claims Examiner II	Level 3	\$ 62,116 - \$ 87,768	X	X	
Safety/Loss Prevention Specialist	Level 3	\$ 62,116 - \$ 87,768	X	X	
Accountant	Level 3	\$ 62,116 - \$ 87,768	X	X	
Health Benefits Specialist II	Level 3	\$ 62,116 - \$ 87,768	X	X	
Member Services Specialist II	Level 3	\$ 62,116 - \$ 87,768	X	X	
Claims Examiner I	Level 2	\$ 48,525 - \$ 68,565	X	X	
Accounting Technician	Level 2	\$ 48,525 - \$ 68,565	X	X	
Health Benefits Specialist I	Level 2	\$ 48,525 - \$ 68,565	X	X	
Member Serv Spec I	Level 2	\$ 48,525 - \$ 68,565	X	X	
			24	17	
			1	1	
			1	1	
<i>Departments</i>					
			7	4	
			5	4	
			5	4	
			5	3	
			24	17	

Approved by SDRMA Board of Directors: _____ August 22, 2019

Date

Attest: 
 Chief Operating Officer

Fiscal Year July 1, 2019 - June 30, 2020
 Includes COLA of 3.5% for all employees

07/1/19

Position	Wage Scale	Range - Annual		Approved	Filled	Dept
Chief Executive Officer	Contract		\$ 251,288	X	X	
Executive Assistant to CEO/Bd. of Directors	Level 3	\$ 62,116	\$ 87,768	X	X	
Chief Operating Officer	Level 7	\$ 166,785 -	\$ 235,663	X	X	
Chief Risk Officer	Level 6	\$ 130,292 -	\$ 184,100	X	X	
Chief Financial Officer	Level 6	\$ 130,292 -	\$ 184,100	X	X	
Chief Member Services Officer	Level 6	\$ 130,292 -	\$ 184,100	X	X	
Claims Manager	Level 5	\$ 101,784 -	\$ 143,818	X	X	
Finance Manager	Level 5	\$ 101,784 -	\$ 143,818	X	X	
Member Services Manager	Level 5	\$ 101,784 -	\$ 143,818	X	X	
Safety/Loss Prevention Manager	Level 5	\$ 101,784 -	\$ 143,818	X	X	
Health Benefits Manager	Level 5	\$ 101,784 -	\$ 143,818	X	X	
Senior Claims Examiner	Level 4	\$ 79,514 -	\$ 112,350	X	X	
Senior Accountant	Level 4	\$ 79,514 -	\$ 112,350	X	X	
Senior Health Benefits Specialist	Level 4	\$ 79,514 -	\$ 112,350	X	X	
Senior Member Services Specialist	Level 4	\$ 79,514 -	\$ 112,350	X	X	
Claims Examiner II	Level 3	\$ 62,116 -	\$ 87,768	X	X	
Safety/Loss Prevention Specialist	Level 3	\$ 62,116 -	\$ 87,768	X	X	
Accountant	Level 3	\$ 62,116 -	\$ 87,768	X	X	
Health Benefits Specialist II	Level 3	\$ 62,116 -	\$ 87,768	X	X	
Member Services Specialist II	Level 3	\$ 62,116 -	\$ 87,768	X	X	
Claims Examiner I	Level 2	\$ 48,525 -	\$ 68,565	X	X	
Accounting Technician	Level 2	\$ 48,525 -	\$ 68,565	X	X	
Health Benefits Specialist I	Level 2	\$ 48,525 -	\$ 68,565	X	X	
Member Serv Spec I	Level 2	\$ 48,525 -	\$ 68,565	X	X	
				24	17	
CEO				1	1	
Exec. Asst to CEO/Board				1	1	
<i>Departments</i>						
Claims/Loss Prevention				7	4	
Finance				5	4	
Member Services				5	4	
Administration				5	3	
				24	17	

Approved by SDRMA Board of Directors: June 26, 2019
 Date

Attest: *C. Paul Frydendal*
 Chief Operating Officer

SDRMA Employee Wage Scale Ranges

Publicly Available Pay Schedule

Fiscal Year July 1, 2018 - June 30, 2019 as Revised

Includes COLA of 2.9% for all employees

09/10/18

Position	Wage Scale	Range - Annual	Approved	Filled	Dept
Chief Executive Officer	Contract	\$ 251,288	X	X	
Chief Operating Officer	Level 7	\$ 161,145 - \$ 227,694	X	X	
Chief Risk Officer	Level 6	\$ 125,886 - \$ 177,874	X	X	
Chief Financial Officer	Level 6	\$ 125,886 - \$ 177,874	X	X	
Chief Member Services Officer	Level 6	\$ 125,886 - \$ 177,874	X	X	
Claims Manager	Level 5	\$ 98,342 - \$ 138,955	X	X	
Finance Manager	Level 5	\$ 98,342 - \$ 138,955	X		
Member Services Manager	Level 5	\$ 98,342 - \$ 138,955	X	X	
Safety/Loss Prevention Manager	Level 5	\$ 98,342 - \$ 138,955	X		
Health Benefits Manager	Level 5	\$ 98,342 - \$ 138,955	X	X	
Senior Claims Examiner	Level 4	\$ 76,825 - \$ 108,551	X	X	
Senior Accountant	Level 4	\$ 76,825 - \$ 108,551	X		
Senior Health Benefits Specialist	Level 4	\$ 76,825 - \$ 108,551	X		
Senior Member Services Specialist	Level 4	\$ 76,825 - \$ 108,551	X		
Claims Examiner II	Level 3	\$ 60,015 - \$ 84,800	X		
Safety/Loss Prevention Specialist	Level 3	\$ 60,015 - \$ 84,800	X		
Accountant	Level 3	\$ 60,015 - \$ 84,800	X	X	
Health Benefits Specialist II	Level 3	\$ 60,015 - \$ 84,800	X	X	
Member Services Specialist II	Level 3	\$ 60,015 - \$ 84,800	X	X	
Executive Assistant to CEO/Bd. of Directors	Level 3	\$ 60,015 - \$ 84,800	X	X	
Claims Examiner I	Level 2	\$ 46,884 - \$ 66,246	X	X	
Accounting Technician	Level 2	\$ 46,884 - \$ 66,246	X	X	
Health Benefits Specialist I	Level 2	\$ 46,884 - \$ 66,246	X		
Member Serv Spec I	Level 2	\$ 46,884 - \$ 66,246	X	X	
			24	16	

CEO	1	1	
Exec. Asst to CEO/Board	1	1	
<i>Departments</i>			
Claims/Loss Prevention	7	4	
Finance	5	3	
Member Services	5	4	
Administration	5	3	
	24	16	

Approved by SDRMA Board of Directors:

November 7, 2018

Date

Attest:

C. Paul Zindorf
Chief Operating Officer

SDRMA Employee Wage Scale Ranges

Publicly Available Pay Schedule

Fiscal Year July 1, 2018 - June 30, 2019

Includes COLA of 2.9% for all employees

07/1/18

Position	Wage Scale	Range - Annual	Approved	Filled	Dept
Interim Chief Executive Officer	Contract	\$ 251,288	X	X	
Executive Assistant to CEO/Bd. of Directors	Level 3	\$ 60,015 - \$ 84,800	X		
Chief Operating Officer	Level 7	\$ 161,145 - \$ 227,694	X	X	
Chief Risk Officer	Level 6	\$ 125,886 - \$ 177,874	X	X	
Chief Financial Officer	Level 6	\$ 125,886 - \$ 177,874	X	X	
Chief Member Services Officer	Level 6	\$ 125,886 - \$ 177,874	X	X	
Claims Manager	Level 5	\$ 98,342 - \$ 138,955	X	X	
Finance Manager	Level 5	\$ 98,342 - \$ 138,955	X	X	
Member Services Manager	Level 5	\$ 98,342 - \$ 138,955	X	X	
Safety/Loss Prevention Manager	Level 5	\$ 98,342 - \$ 138,955	X		
H/R Health Benefits Manager	Level 5	\$ 98,342 - \$ 138,955	X	X	
Senior Claims Examiner	Level 4	\$ 76,825 - \$ 108,551	X	X	
Senior Accountant	Level 4	\$ 76,825 - \$ 108,551	X		
Senior HR/Health Benefits Specialist	Level 4	\$ 76,825 - \$ 108,551	X		
Senior Member Services Specialist	Level 4	\$ 76,825 - \$ 108,551	X		
Claims Examiner II	Level 3	\$ 60,015 - \$ 84,800	X		
Safety/Loss Prevention Specialist	Level 3	\$ 60,015 - \$ 84,800	X		
Accountant	Level 3	\$ 60,015 - \$ 84,800	X	X	
HR/Health Benefits Specialist II	Level 3	\$ 60,015 - \$ 84,800	X	X	
Member Services Specialist II	Level 3	\$ 60,015 - \$ 84,800	X		
Claims Examiner I	Level 2	\$ 46,884 - \$ 66,246	X	X	
Accounting Technician	Level 2	\$ 46,884 - \$ 66,246	X	X	
HR/Health Benefits Specialist I	Level 2	\$ 46,884 - \$ 66,246	X		
Member Serv Spec I / Admin Asst	Level 2	\$ 46,884 - \$ 66,246	X	X	
			24	15	
Interim CEO			1	1	
Exec. Asst to CEO/Board			1		
<i>Departments</i>					
Claims/Loss Prevention			7	4	
Finance			5	4	
Member Services			5	3	
Administration			5	3	
			24	15	

Approved by SDRMA Board of Directors:

June 27, 2018
Date

Attest:

[Signature]
Chief Operating Officer

SDRMA Employee Wage Scale Ranges

Publicly Available Pay Schedule

Fiscal Year July 1, 2017 - June 30, 2018

Includes COLA of 2.0% for all employees

07/1/17

Position	Wage Scale	Range - Annual	Approved	Filled	Dept
Chief Executive Officer	Contract	\$ 251,288	X	X	
Chief Operating Officer	Level 7	\$ 156,604 - \$ 221,277	X	X	
Chief Risk Officer	Level 6	\$ 122,339 - \$ 172,861	X	X	
Chief Financial Officer	Level 6	\$ 122,339 - \$ 172,861	X	X	
Chief Member Services Officer	Level 6	\$ 122,339 - \$ 172,861	X	X	
Claims Manager	Level 5	\$ 95,571 - \$ 135,039	X	X	
Finance Manager	Level 5	\$ 95,571 - \$ 135,039	X	X	
Member Services Manager	Level 5	\$ 95,571 - \$ 135,039	X	X	
Safety/Loss Prevention Manager	Level 5	\$ 95,571 - \$ 135,039	X	X	
H/R Health Benefits Manager	Level 5	\$ 95,571 - \$ 135,039	X	X	
Senior Claims Examiner	Level 4	\$ 74,660 - \$ 105,492	X	X	
Senior Accountant	Level 4	\$ 74,660 - \$ 105,492	X	X	
Senior HR/Health Benefits Specialist	Level 4	\$ 74,660 - \$ 105,492	X	X	
Senior Member Services Specialist	Level 4	\$ 74,660 - \$ 105,492	X	X	
Claims Examiner II	Level 3	\$ 58,324 - \$ 82,410	X		
Safety/Loss Prevention Specialist	Level 3	\$ 58,324 - \$ 82,410	X		
Accountant	Level 3	\$ 58,324 - \$ 82,410	X	X	
HR/Health Benefits Specialist II	Level 3	\$ 58,324 - \$ 82,410	X	X	
Member Services Specialist II	Level 3	\$ 58,324 - \$ 82,410	X	X	
Claims Examiner I	Level 2	\$ 45,563 - \$ 64,379	X	X	
Accounting Technician	Level 2	\$ 45,563 - \$ 64,379	X	X	
HR/Health Benefits Specialist I	Level 2	\$ 45,563 - \$ 64,379	X		
Member Serv Spec I / Admin Asst	Level 2	\$ 45,563 - \$ 64,379	X	X	
			23	16	
CEO			1	1	
<i>Departments</i>					
Claims/Loss Prevention			7	4	
Finance			5	4	
Member Services			5	4	
Administration			5	3	
			23	16	

Approved by SDRMA Board of Directors:

June 29, 2017
Date

Attest:

C. Paul Frydendal
Chief Operating Officer

SDRMA Employee Wage Scale Ranges

Publicly Available Pay Schedule

Fiscal Year July 1, 2016 - June 30, 2017

Includes COLA of 1.4% for all employees

07/1/16

Position	Wage Scale	Range - Annual	Approved	Filled	Dept
Chief Executive Officer	Contract	\$ 246,361	X	X	
Chief Operating Officer	Level 7	\$ 153,533 - \$ 216,938	X	X	
Chief Risk Officer	Level 6	\$ 119,940 - \$ 169,472	X	X	
Chief Financial Officer	Level 6	\$ 119,940 - \$ 169,472	X	X	
Chief Member Services Officer	Level 6	\$ 119,940 - \$ 169,472	X	X	
Claims Manager	Level 5	\$ 93,697 - \$ 132,391	X	X	
Finance Manager	Level 5	\$ 93,697 - \$ 132,391	X		
Member Services Manager	Level 5	\$ 93,697 - \$ 132,391	X	X	
Safety/Loss Prevention Manager	Level 5	\$ 93,697 - \$ 132,391	X		
H/R Health Benefits Manager	Level 5	\$ 93,697 - \$ 132,391	X		
Senior Claims Examiner	Level 4	\$ 73,196 - \$ 103,424	X	X	
Senior Accountant	Level 4	\$ 73,196 - \$ 103,424	X		
Senior HR/Health Benefits Specialist	Level 4	\$ 73,196 - \$ 103,424	X	X	
Senior Member Services Specialist	Level 4	\$ 73,196 - \$ 103,424	X	X	
Claims Examiner II	Level 3	\$ 57,180 - \$ 80,794	X		
Safety/Loss Prevention Specialist	Level 3	\$ 57,180 - \$ 80,794	X		
Accountant	Level 3	\$ 57,180 - \$ 80,794	X	X	
HR/Health Benefits Specialist II	Level 3	\$ 57,180 - \$ 80,794	X		
Member Services Specialist II	Level 3	\$ 57,180 - \$ 80,794	X		
Claims Examiner I	Level 2	\$ 44,669 - \$ 63,116	X	X	
Accounting Technician	Level 2	\$ 44,669 - \$ 63,116	X	X	
HR/Health Benefits Specialist I	Level 2	\$ 44,669 - \$ 63,116	X		
Member Serv Spec I / Admin Asst	Level 2	\$ 44,669 - \$ 63,116	X	X	
Secretary/Receptionist	Level 1	\$ 34,896 - \$ 49,307	X		

Departments

Claims/Loss Prevention	8	4	
Finance	5	3	
Member Services	6	4	
Administration	4	2	
	<u>23</u>	<u>13</u>	

Approved by SDRMA Board of Directors:

June 29, 2016
Date

Attest:

C. Paul Fyfe
Chief Operating Officer



SDRMA Employee Wage Scale Ranges

Publicly Available Pay Schedule

Fiscal Year July 1, 2015 - June 30, 2016

Includes COLA of 1.8% for all employees

07/1/15

Position	Wage Scale	Range - Annual	Approved	Filled	Dept
Chief Executive Officer	Contract	\$ 235,883	X	X	
Chief Operating Officer	Level 7	\$ 151,413 - \$ 213,943	X	X	
Chief Risk Officer	Level 6	\$ 118,283 - \$ 167,132	X	X	
Chief Financial Officer	Level 6	\$ 118,283 - \$ 167,132	X		
Chief Member Services Officer	Level 6	\$ 118,283 - \$ 167,132	X	X	
Claims Manager	Level 5	\$ 92,403 - \$ 130,564	X	X	
Finance Manager	Level 5	\$ 92,403 - \$ 130,564	X	X	
Member Services Manager	Level 5	\$ 92,403 - \$ 130,564	X		
Safety/Loss Prevention Manager	Level 5	\$ 92,403 - \$ 130,564	X		
Senior Claims Examiner	Level 4	\$ 72,185 - \$ 101,995	X	X	
Senior Business Analyst	Level 4	\$ 72,185 - \$ 101,995	X		
Senior HR/Health Benefits Specialist	Level 4	\$ 72,185 - \$ 101,995	X		
Senior Member Services Specialist	Level 4	\$ 72,185 - \$ 101,995	X	X	
Claims Examiner II	Level 3	\$ 56,391 - \$ 79,679	X		
Safety/Loss Control Analyst	Level 3	\$ 56,391 - \$ 79,679	X	X	
Accountant	Level 3	\$ 56,391 - \$ 79,679	X	X	
HR/Health Benefits Specialist II	Level 3	\$ 56,391 - \$ 79,679	X		
Member Services Specialist II	Level 3	\$ 56,391 - \$ 79,679	X		
Claims Examiner I	Level 2	\$ 44,053 - \$ 62,245	X	X	
Accounting Technician	Level 2	\$ 44,053 - \$ 62,245	X	X	
HR/Health Benefits Specialist I	Level 2	\$ 44,053 - \$ 62,245	X		
Member Serv Spec I / Admin Asst	Level 2	\$ 44,053 - \$ 62,245	X	X	
Secretary/Receptionist	Level 1	\$ 34,413 - \$ 48,626	X		

Departments

Claims/Loss Prevention	7	4	
Finance	5	3	
Member Services	6	3	
Administration	4	2	
	<u>22</u>	<u>12</u>	

Approved by SDRMA Board of Directors:

June 4, 2015
Date

Attest:

C. Paul Frydendal, COO
Chief Operating Officer